UNITED STATES DISTRICT COURT EASTERN DISTRICT OF MICHIGAN SOUTHERN DIVISION

AN (EB)

TAMMY J. STRACHAN

Plaintiff,

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Case:2:09-cv-11474 Judge: Lawson, David M. MJ: Hluchaniuk, Michael Filed: 04-20-2009 At 02:43 PM CMP STRACHAN V UNIVERSITY OF MICHIG

UNIVERSITY OF MICHIGAN, a Michigan body Corporate,

Defendant.

JURY DEMANDED

Tammy J. Strachan In Pro Per 2648 Hallman Ave. Waterford, MI 48328 (248) 681-6563

COMPLAINT AND JURY DEMAND

NOW COMES Plaintiff, TAMMY J. STRACHAN, and complains to this Court as follows:

JURISDICTION AND PARTIES

- 1. Plaintiff TAMMY J. STRACHAN ("STRACHAN") resides in Oakland County, Michigan, and is a citizen of the State of Michigan. .
- 2. Defendant University of Michigan ("U of M") is a Michigan body corporate with its principal office in Ann Arbor Michigan, and is a citizen of the State of Michigan. U of M owns and operates the University of Michigan Health System.
- 3. Strachan was an employee of U of M within the meaning of 42 U.S.C. § 12111(4).
- Jurisdiction is based on 42 U.S.C. 12101 et. seg., commonly known as the 4. Americans With Disabilities Act ("ADA") and 29 U.S.C.A. 2612 et. seq., commonly known as the Family Medical Leave Act ("FMLA").

- 5. Venue is proper in the Eastern District of Michigan, pursuant to 42 U.S.C. 12117 and 42 U.S.C. 2000e5(f)(3), because the allegations complained of occurred in this District, because Plaintiff worked at Defendant's place of business in this District, because Plaintiff is a resident of this District and because Defendant has its principal office in this district
- 6. On July 9, 2008 plaintiff filed a Charge of Discrimination with the Equal Employment Opportunity Commission ("EEOC") encompassing the complaints. On January 21, 2009 the EEOC issued plaintiff a right to sue letter (Exhibit A).

COMMON ALLEGATIONS

- 7. Plaintiff was employed by U of M Health Systems as a phlebotomist from on or about July 10, 2006 to on or about February 18, 2008.
 - 8. U of M has in excess of fifty (50) full time employees.
 - 9. Plaintiff was discharged on February 18, 2008.
- 10. In the year 1978, plaintiff suffered an injury to her spine in a motor vehicle accident. To this day plaintiff walks with the aid of a cane as a result of the spinal cord injury.
- 11. Plaintiff's supervisors forbade her from using her cane during the course of her duties at U of M. Plaintiff protested this directive and asked to use the cane as an accommodation.
- 12. Use of a cane did not interfere in any material way with plaintiff's performance of her duties at U of M.
 - 13. U of M refused plaintiff's request for accommodation.
 - 14. On November 7, 2007. Plaintiff was hospitalized for a kidney stone.
- 15. As a result of the November 7, 2007 hospitalization Plaintiff applied for and was granted FMLA leave from November 7, 2007 through January 27, 2008 (Exhibit B).
 - 16. Plaintiff returned from FMLA leave on November 27, 2007.

- 17. Plaintiff was hospitalized again on January 7, 2008 through January 14, 2008 after collapsing at work.
- 18. Plaintiff's supervisor informed plaintiff that she was not required to apply for FMLA leave for the January 7, 2008 hospitalization, since she was still within the time period previously approved.
- 19. On January 29, 2008 plaintiffs supervisor tendered plaintiff a written warning for attendance (Exhibit C). The written warning included periods of time for which plaintiff was granted FMLA leave by U of M.
- 20. On February 18, 2008 U of M discharged plaintiff for the stated reason that she failed to follow department procedures.
- 21. The reasons given by U of M for discharging plaintiff were not the real reasons for discharge and were a pretext. Other employees were not discharged for the same or similar conduct, plaintiff's supervisors told plaintiff that the "violations" were not cause for discipline, and the "violations" were trivial.

COUNTI

VIOLATION OF THE FAMILY LEAVE ACT

- 22. Plaintiff incorporates by reference the Common Allegations as if set forth in full herein.
- 23. Pursuant to 29 U.S.C.A. 2612, Plaintiff was entitled to twelve work weeks of leave during any twelve month period for any serious health condition which made plaintiff unable to perform the functions of his position.
- 24. Plaintiff was unable to perform the functions of his position when he was required to take leave to recuperate from the kidney stone and the collapse at work.
- 25. Plaintiff's plaintiff was disciplined for attendance within 2 days of the expiration of her FMLA leave. (See Exhibit C).
 - 26. Plaintiff was terminated by U of M within 22 days of the expiration of her

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FMLA leave.

- 27. Plaintiff was discharged, in material part, because she took family leave permitted by 29 U.S.C.A. 2612.
- The effect of Defendant's policies and practices as above stated was to deprive plaintiff of equal employment opportunities and to affect his status as an employee adversely because she took family leave permitted by 29 U.S.C.A. 2612.
 - 29. Plaintiff's termination violated public policy as set forth in 29 U.S.C.A. 2612.
- 30. As a direct and proximate result of Defendant's actions as stated, Plaintiff is being deprived and will be deprived of income in the form of wages, has been deprived of income he would have earned had it not been for said actions, and is being deprived of retirement benefits, Social Security, medical, dental and other benefits.
- 31. Pursuant to 29 U.S.C.A. 2617 (a)(1)(A)(iii), plaintiff is entitled, as liquidated damages, to an amount equal to and in addition to the amount set forth in paragraph 23, with interest.
- 32. Pursuant to 29 U.S.C.A. 2617 (a)(3), plaintiff is entitled to recover the reasonable costs and attorney fees incurred in this action.
- 33. Pursuant to 29 U.S.C.A. 2617 (a)(1)(B), plaintiff is entitled to equitable relief, including reinstatement, on terms and conditions the court deems to be just.

WHEREFORE, Plaintiff prays for judgment against Defendants in whatever amount would fairly and reasonably compensate Plaintiff for his damages, plus costs, interest, and attorney fees so wrongfully sustained, together with whatever equitable relief the Court deems to be just.

COUNT II

VIOLATION OF AMERICANS WITH DISABILITIES ACT

34. Plaintiff incorporates the Jurisdictional and Common Allegations as if set forth in full.

- 35. The Americans with Disabilities Act 42 U.S.C. 12112(a) prohibits discrimination against a qualified individual with a disability because of the disability of such individual.
- 36. Strachan is a qualified individual with a disability as defined in 42 U.S.C. 12111(8) and 12114 (a) and (b) who, with or without reasonable accommodation, can perform the essential functions of the employment position that such individual holds or desires.
 - 37. U of M perceived Strachan as a person with a disability.
- 38. U of M discriminated against Strachan in material part because of her actual or perceived disability.
 - 39. U of M refused to accommodate Strachan's disability.
- 40. Strachan was subjected to a continuing hostile environment, which included but was not limited to comments about her cane by supervisors
 - 41. U of M terminated Strachan, in material part because of her disability.
 - 42. Defendant acted with malice.
- 43. As a direct and proximate result of Defendant's wrongful and discriminatory treatment of Plaintiff, Plaintiff has suffered injuries and damages, including, but not limited to potential loss of earnings, benefits and earning capacity; loss of career opportunities; has suffered mental and emotional distress, including that anxiety and mental anguish which normally flows from being a victim of discrimination, including humiliation and embarrassment, loss of the ordinary pleasures of everyday life, including the right to seek and pursue gainful occupation of choice.

RELIEF REQUESTED

Legal Relief

- A. Compensatory damages in whatever amount she is found to be entitled;
- B. Exemplary damages in whatever amount she is found to be entitled;

- C. Punitive damages in whatever amount she is found to be entitled;
- Lost wages and benefits, past and future, in whatever amount she is found to be entitled;
- E. Costs, interest, and attorney fees.

Equitable Relief

- A. An order restoring plaintiff to her former position;
- B. An order prohibiting further acts of discrimination and retaliation;
- C. Whatever equitable relief appears appropriate;
- D. Costs, interest, and attorney fees.

JURY DEMAND

Plaintiff demands trial by jury in this matter.

Tammy J. Strachan

In Pro Per

Dated: April 20, 2009

EEOC Form 161 (_{2/08)} U.S.	EQUAL EMPLOYMENT OPPORTUNIT	Y COMMISSION	
	•	DISMISSAL AND NOTICE OF	RIGHTS	
2648	ny Strachan Hallman Ave. rford, MI 48328	From:	Detroit Field Office 477 Michigan Avenue Room 865 Detroit, MI 48226	
		n(s) aggrieved whose identity is 29 CFR §1601.7(a))		
EEOC Charge	e No.	EEOC Representative	Telephone No.	
		Kimberly Nicholson,	(313) 226-4608	
846-2008-		Investigator		
THE EEO	The facts alleged in the cha	N THIS CHARGE FOR THE FOLLO rge fail to state a claim under any of the s	statutes enforced by the EEOC.	
		olve a disability as defined by the America		
			es or is not otherwise covered by the statutes.	
	discrimination to file your c	narge	ou waited too long after the date(s) of the a	
X	information obtained estab the statutes. No finding is	lishes violations of the statutes. It his doc made as to any other issues that might be	vestigation, the EEOC is unable to conclude to es not certify that the respondent is in complian- e construed as having been raised by this charge	9.
	The EEOC has adopted th	e findings of the state or local fair employr	nent practices agency that investigated this char	rge.
	Other (briefly state)	Acceptance of the Control of the Con	No. 10 to the second contract of the second c	
		- NOTICE OF SUIT RIGH (See the additional information attached t	o this form.)	
notice of di	smissal and of your right based on this charge in tice; or your right to sue b	to sue that we will send you. You if	ination in Employment Act: This will be to nay file a lawsuit against the respondent(s must be filed <u>WITHIN 90 DAYS</u> of your time limit for filing suit based on a state cla	receipt
alleged EPA	Act (EPA): EPA suits manual expansion of the collision of	eans that backpay due for any viola	within 2 years (3 years for willful violations tions that occurred more than 2 years (3) of the vears
Enclosures(s	·)	On behalf of the Com Andi Coulton Danny G. Harter,	mission 19109 (Date Mailed)	<u>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</u>
	•	Director		
Se UI 40 50	era Jastrzembowski enior Paralegal NIVERSITY OF MICHIGA 210 Fleming Bldg 23 Thompson Street 23 Arbor, MI 48109	N		

EXMIBIT A



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The University of Michigan

Request for Leave of Absence

Reference Standard Practice Guide 201.30 & 201.30-1, Leaves of Absence, or appropriate collective bargaining agreement.

Date of Request 11/3		1/28/07	UMID	79947628	U.S. Social Security	#		
Last Name		Strachan		First	Tammy			
Title of Position Pat		Patient Care Te	chnical Associ	ate	Department			
Supe	Address M5221 Med rvisor's/ Chair's Name		Beverly Smith		Supervisor's/ Dept. Chair's Phone	936-0505		
FACI	JLTY/STAFF MEMBER: CI	HECK THE TYPE OF	LEAVE, SUPPLY T	HE REQUIRED INFO	DRMATION IN WRITING, AND	PROVIDE ATTACHMENTS AS INDICATED.		
	ves applicable to facu							
	Child Care	•	State the date of the child's birth, adoption, or foster placement. Date					
	Educational		Indicate school and credit hours. If not a UM student, attach a completed Educational Leave Addendum, available at http://www.umich.edu/~hraa/hrris/forms.html, to verify registration.					
K	Family Medical	Attach U.S. D	Attach U.S. Department of Labor Certification of Physician or Practitioner (Form WH380).					
	Government Service	Indicate the n	Indicate the nature and duration of the government service.					
	Intergovernmental Personnel Assignment	Attach OF69 /	Attach OF69 Assignment Agreement. (Refer to SPG 201.30-5, Federal Personnel Agreements.)					
	Military Service	Attach a copy	of the Notice of li	nduction or Authori	zation for Active Duty.			
	Medical		Attach U of M Illness or Injury Report, available at http://www.umich.edu/~connect/forms.htm. If receiving Workers' Compensation, indicate whether you want to use up your vacation time before the leave begins.					
	Medical/ Child Care		Attach U of Millness or Injury Report, available at http://www.umich.edu/~connect/forms.htm, and when the child is born, provide the date of the child's birth. This leave is only applicable to employees not eligible for extended sick time.					
	Phased Retirement		Use this form to initiate a phased retirement program. Describe the arrangement for the phased retirement program. (Refer to SPG 201.83, Retirement.)					
	Personal	State the reas	State the reason for requesting the leave:					
	Seasonal Leave Appointm	ent. Use this form	to establish the in	itial seasonal leave	period. (Refer to SPG 201.30-	3, Seasonal Leave of Absence Appointment.)		
Leav	ves applicable to facul	ity members only	:					
	Duty Off Campus	Indicate the lo	Indicate the location and duties to be performed. (Refer to SPG 201.90, Duty Off-Campus.)					
	Outside Teaching Assignm	nent Indicate the n	Indicate the name of the educational institution and the duties to be performed.					
	Research	State the nati	State the nature of the research program, the location, and the funding source.					
	Retirement Furlough	Indicate speci	Indicate specific plans and effective date of complete retirement. (Refer to SPG 201.81, Retirement Furlough.)					
	Scholarly Activity	State the natu	State the nature of the activity, the location, and the funding source. (Refer to SPG 201.30-4, Scholarly Activity Leave.)					
Fred	quest that my leave begin	ion1	1/5/07	and end on	1/27/08	(if necessary, give approximate dates.)		
Luna	derstand that returning to	work before the le	eave's expiration d	ate is at the discre	on of the University	, J.		
		efits Plans in which	was enrolled as of	my last day of work (y re-enroll me (and my dependents, if any resulting costs from my earnings.		
Office Phone 936-0505		Faculty/Sta	ff Signature					
Home Phone (248) 681		681-6563	Home Addr	2648 Hallma	n			
				Waterford, M	1 48328	1		
	ULTY/STAFF MEMBER: R				RTMENT CHAIRPERSON. mi or call (734) 764-9250.	M_{\odot}		

EXHIBIT B

UNIVERSITY OF MICHIGAN HOSPITAL AND HEALTH SYSTEM DEPARTMENT OF PATHOLOGY

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MEMORANDUM

To:

Tammy Strachan 7994 7623

UMID 7994-762-8

From:

Marcia Brosnan

Date:

01/29/2008

Subject:

Attendance, Written warning

This memorandum is being written to address your attendance which has exceeded department policy. In a period beginning June 26, 2007 you have used seven unscheduled absences. The date of each occurrence is 06/26/07, 08/23/07, 10/29/07, 11/5/07 thru 11/26/07, 12/24/07, 01/07/08 thru 01/14/08 and 01/28/08. You have exceeded three incidents in a six month period causing this written warning.

On February 22, 2007 Denise explained the attendance policy to you and gave you a copy.

These absences have resulted in service delays to our patients and families and have required your coworkers to assume additional duties and work beyond the end of their regular shifts.

I am extending the attendance review date to July 29, 2008 in which improvement is required. Should you fail to improve in these areas, further disciplinary action will be taken, up to and including discharge.

Cc: ER Personnel File
Beverly Smith, Pathology File
Mary Lou Erber, Manager File

EXHIBIT C

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provide by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON THE REVERSE OF THE FORM.)

the civil docket sheet. (SEE IN	NSTRUCTIONS ON THE REVE	RSE OF THE FORM.)					
I. (a) PLAINTIFFS			ļΙ	DEFENDANTS			
Tammy J. Strachan				University of Michigan			
(b) County of Residence of First Listed Plaintiff (EXCEPT IN U.S. PLAINTIFF CASES)				County of Residence of First Listed Defendant Washtenaw (IN II.S. PLAINTIEE CASES S.W. (Case: 2:09-cv-11474			
(c) Attorney's (Finn Name In por per, 2648 Hallman Ave		681-6563		Judge: Lawso MJ: Hluchani	on, David M. uk, Michael 2009 At 02:43 PM HAN V UNIVERSITY OF		
II. BASIS OF JURISL	Place an "X" ir	i One Box Only)	III. CIT	Diversity Cases (nly)	TOTAL PARTIES	(Place an "X" in One Box for Plaintif: and One Box for Defendant)	
☐ 1 U.S. Government Plaintiff	Federal Question (U.S. Government N	√ot a Party)		, / PJ	F DEF I □ 1 Incorporated or Pr of Business In Thi		
☐ 2 U.S. Government	☐ 4 Diversity		Citizen o	Another State			
Defendant	(Indicate Citizenship	o of Parties in Item III)			of Business In A	Another State	
				Subject of a	3	□ 6 □ 6	
IV. NATURE OF SUI	T (Place an "X" in One Box On		roreig	n Country			
CONTRACT	TOR		FORE	DIRUREZ FENANS	BANKRUPTCY	OTHER STATUTES	
 □ 110 Insurance □ 120 Marine □ 130 Miller Act □ 140 Regotiable Instrument □ 150 Recovery of Overpayment & Enforcement of Judgment □ 151 Medicare Act □ 152 Recovery of Defaulted Student Loans (Excl. Veterans) □ 153 Recovery of Overpayment of Veteran's Benefits □ 160 Stockholders' Suits □ 190 Other Contract □ 195 Contract Product Liability □ 196 Franchise □ 220 Foreclosure □ 230 Rent Lease & Ejectment □ 245 Tort Product Liability □ 290 All Other Real Property 	□ 315 Airplane Product Liability □ 320 Assault, Libel & Slander □ 330 Federal Employers Liability □ 340 Marine □ 345 Marine Product Liability □ 350 Motor Vehicle □ 355 Motor Vehicle Product Liability □ 360 Other Personal Injury □ 361 Civil RIGHTS □ 441 Voting □ 442 Employment □ 143 Housing/ Accommodations □ 444 Welfare ■ 445 Amer. w/Disabilities - Employment	PERSONAL INJURY 362 Personal Injury - Med. Malpractice 365 Personal Injury - Product Liability 368 Asbestos Personal Injury Product Liability PERSONAL PROPER 370 Other Fraud 371 Truth in Lending 380 Other Personal Property Damage Product Liability PRISONER PETITION 510 Motions to Vacata Sentence Habeas Corpus: 530 General 535 Death Penalty 540 Mandamus & Oth 555 Prison Condition	1 620 O 625 D 630 L 630 L 630 C 630 C	LABOR ur Labor Standards	□ 422 Appeal 28 USC 158 □ 423 Withdrawal 28 USC 157 □ 820 Copyrights □ 830 Patent □ 840 Trademark □ 861 HIA (1395ff) □ 862 Black Lung (923) □ 863 DIWC/DIWW (405(g)) □ 864 SSID Title XVI □ 865 RSI (405(g)) □ FEDERAL TAX SUITS □ 870 Taxes (U.S. Plaintiff or Defendant) □ 871 IRS—Third Party 26 USC 7609	400 State Reapportionment 410 Antitrust 430 Banks and Banking 450 Commerce 460 Deportation 470 Racketeer Influenced and Corrupt Organizations 480 Consumer Credit 490 Cable/Sat TV 810 Selective Service 850 Securities/Commodities/Exchange 875 Customer Challenge 12 USC 3410 890 Other Statutory Actions 891 Agricultural Acts 892 Economic Stabilization Act 893 Environmental Matters 894 Energy Allocation Act 895 Freedom of Information Act 900Appeal of Fee Determinatio Under Equal Access to Justice 950 Constitutionality of State Statutes	
又 1 Original □ 2 R		Remanded from Appellate Court	J 4 Reinsta Reopen	cutt LJ J moth	ferred from		
VI. CAUSE OF ACTI	ON 42 USC 12101 et. seq. Brief description of ca	(ADEA) and 29 USC 2	2612 (FMLA)	al statutes unless diversity):		
VII. REQUESTED IN COMPLAINT:	CHECK IF THIS UNDER F.R.C.P.	IS A CLASS ACTION 23	N DEM	IAND \$ 100,000	0.00 CHECK YES only JURY DEMAND:	if demanded)in complaint:	
VIII. RELATED CAS IF ANY	SE(S) (See instructions):	JUDGE			DOCKET NUMBER		
DATE		SIGNATURE OF AT	TORNEY OF	RECORD /			
April 17, 2009	,	11 (210121	کماری بدرو	of the	100		
FOR OFFICE USE ONLY	•	- CKIIVII	97				
RECEIPT # A	MOUNT	APPLYING IFP		HIDGE	MAG III	DGE	

Case 2:09-cv-11474-DML-MJH ECF No. 1 filed 04/20/09 PageID.11 Page 11 of 11 PURSUANT TO LOCAL RULE 83.11

1.	Is this a case that has been previously dismissed?	,	Yes
If yes, give	the following information:		No No
Court:			
Case No.:			
Judge:			
2.	Other than stated above, are there any pending or prediscontinued or dismissed companion cases in this court, including state court? (Companion cases are it appears substantially similar evidence will be offer or related parties are present and the cases arise or transaction or occurrence.)	or any other e matters in which ered or the same	Yes No
If yes, give	the following information:		
Court:			
Case No.:			
Judge:			
Notes :			